GATOR AID

Vol. 1, Issue 5

"The News of the 4th Dental Battalion"

30 Dec 98

HAPPY HOLIDAYS

The **"Gator Aid"** is the quarterly publication of the 4th Dental Battalion. **Article submission guidelines**: Send material at any time! Articles may be sent as e-mail, or as a wordprocessor file. Floppy disk by mail ok. NO FAXES of articles or graphics. Pictures sent in will be returned after use. Picture and wordprocessor files can be sent as file attachments. We regret that all material cannot be used due to size limitations. Material submitted and not used in this issue will be used in the next issue. Subscription is free. Editor: DT2(FMF) Rouse e-mail: Stacia_L_Rouse@marforres.usmc.mil

"Intelligent Foresight"

Captain Mark W. Biolo, DC, USNR
Commanding Officer, 4th Dental Battalion, 4th FSSG

From the bridge . . .

SAILING DIRECTIONS*

CAPT Mark W. Biolo
Commanding Officer

It has been just over a year since I first issued my sailing directions to the crew. We do appear to be on course, though I sometimes feel like Christopher Columbus: He knew if he headed west he would reach India, but he wasn't quite sure how long it would take to get there. Similarly, the troubled waters through which our Battalion sails are fraught with budget deficits, manpower shortages, sometimes conflicting training and peacetime support requirements, and other open ended perils. How high this entropy will go remains to be seen.

In my initial sailing directions I avoided spelling out specific goals and objectives. Instead, I asked you to focus on our Vision and the methodologies of Total Quality Leadership. I asked you to apply these methodologies, together with my four Standing Orders, to each part of your job, each process you perform. And I asked you to subject them to continuous scrutiny in light of the question, "Does what I am doing or about to do benefit my organization, its people, and the people we serve?" Today I have one additional question which you should ask: "In this past year, have I done anything to improve my organization?" If you can answer "Yes" to this question, carry on!

In addition to my initial sailing directions, following is a little midcourse guidance:

A. Personal Behavior.

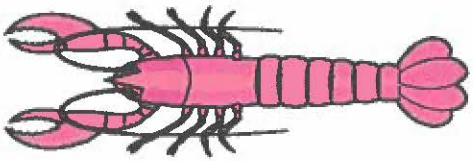
- Character and moral rectitude: Your moral integrity and personal example are of incalculable importance in establishing and maintaining personal credibility. To behave in a manner which negates your credibility will undermine your effectiveness in the eyes of superiors and subordinates alike.

- Dignity and fairness: Your dealings with every member of our command must be tempered with respect for personal dignity and self worth. The Golden Rule applies here.

- Interpersonal relationships: Volumes have been written about our Navy's policies on fraternization, sexual harassment, and race relations. I won't add to the collection except to say that you know what is the right thing to do. Be a good shipmate to every shipmate every day.

CONTINUED ON PAGE 5

FROM: THE OPEN CLAW
CAPT MEDICK M. CAPIRANO
EXECUTIVE OFFICER



AMSUS Association of military Surgeons of the United States

105th Annual Meeting 8-13 November 1998 San Antonio, Texas

LT William J. Hartman, Inspector Instructor for the 4th Dental Battalion, once again excellently prepared and organized multiple state-of the-art computer based presentations for both our individual Battalion Conference and the Naval Reserve Dental Corps Meeting at the most recent AMSUS Meeting in San Antonio, Texas. His creative computer knowledge greatly enhanced the Commanding Officer's remarks to the 4th Dental Battalion; his personal Inspector Instructor Remarks; the Battalion's Operation Officer's Remarks; and the Battalions Commanding Officer's Professional Dental Update: Total Interface with Fleet Marine Force (Program 9) presentation. All of the presentations were timely, well edited, and delivered the most pertinent and knowledge information available at this time to all involved. Lt Hartmann was also instrumental at both the Battalion Conference and the Dental Corps Meeting to coordinate the presentation of awards to the following participants: CAPT J. Bird, DTC P. Morgan and DT1 M. Osorio-Mort. His organizational skills also allowed for individual Enlisted Breakout Sessions with DTCM J. Fernandez and CAPT M. Biolo. LT Wm Hartmann's efforts and dedication has not only succeeded in presenting an excellent conference but, he has definitely made the 4th Dental Battalion one of the Navy's/Marine's premiere organizations. Thank you for all your hard work and good luck on your next tour. We will all miss you.

From the Goat Locker

By DTCM Jill Fernandez, USNR, Command Master Chief

BRAVO ZULU

Congratulations to DT1 (FMF) Kenneth Russell, 4th Dental Company, Detachment 2 who was selected as the Sailor of the Quarter, 4th Qtr and the Sailor of the year for the 4th Dental Battalion.

Congratulations to DTC (FMF) Paul Morgan, 14th Dental Company, HS for being awarded the RADM Trifthauser Senior Enlisted Award at this year's annual AMSUS meeting.

Thanks go out to DT1 Mary Osorio-Mort for putting together the 4th Dental Battalion's traveling display which was debuted at Amsus. Her hard work and attention to detail paid off, it was outstanding.

FAIR WINDS AND FOLLOWING SEAS
We bid the traditional "fair winds and following seas" to DTC Keene, DTC Carter, Giggets and Carlisle. All these fine sailors have served their country for over 20 years and are retiring in December 1998. We wish them well.

COMMUNICATION
One of the most powerful tools to receive and send information quickly is through the on-line computer network.

A number if online sites have information that can make your time in the reserves more productive and keep you better informed. This is certainly not a complete list, but it includes the most important Navy or military sites for your information.

Site	Address
Bureau of Medicine & Surgery	http://support 11.med/navy/mil
Bureau of Personnel	http://www.navy.mil/homepages/bupers
Health Affairs Homepage	http://www.ha.osd.mil
Naval Reserve Personnel Center	http://www.spawar.navy.mil
Navy On-line	http://www.ncts.navy.mil/nol
Naval Education & Training Center	http://www.cnet.navy.mil/netpdtc/netpdtc.htl
Naval School of Health Sciences	pnh9jak@pnh10.med.navy.mil
Reserve Affairs	http://raweb.osd.mil/
Reserve Link	http://raweb.osd.mil/ReserveLink.htm
TRICARE Support Office	http://www.tso.ha.osd.mil/

Here's wishing you and your family a safe, happy and healthy holiday season

B. Command and Leadership.

- Command climate: Delegate effectively with clear objectives and well defined standards of performance. "Grow" your juniors, providing them with responsibility and accountability. Encourage strong performance but do not be abusive nor tolerate abuse in anyone else.

- Leadership vs. management: We lead people, manage things. Know the difference and lead/manage accordingly. Provide guidance and personal example but let your people do their jobs.

- One on one leadership: A personal initiative of the late Admiral Mike Boorda, this seems so obvious in its importance and yet is too often forgotten in day to day practice. There is no substitute for truly knowing your people. While nobody would argue that (at least I don't think they would), quite often when things go wrong 20/20 hindsight reveals that all the signs were there but not seen or recognized. Admiral Boorda felt that each and every person in the Navy should have a senior who is responsible for him or her, who is charged with knowing everything there is to know about how that person is doing, and who is accountable for providing leadership on time, every time. Company Commanders, Detachment OICs and especially our Chief Petty Officers and Leading Petty Officers must step up and provide this leadership

- Fairness: Treat everyone evenhandedly. Set standards and apply them uniformly and fairly. If your people don't meet them, let them know but do so without breaking their spirit.

- Accountability: Push accountability to the lowest level possible. More important, ensure that the accountable individual knows that he/she is being held accountable. Eliminate buck passing.

- Cooperation: Nothing will confound you more in trying to achieve progress than a lack of cooperation. When individuals in an organization work at crossed purposes, the net effect is zero movement or sometimes even backward travel. Work out petty differences, develop consensus where possible, agree to disagree and then get on with it!

- Communication: Get on the deckplates, do so often, and get the word out!! Meet with your people at every opportunity. Disseminate information, solicit questions, listen to the troops, provide answers.

- Performance appraisals: Ensure you give your subordinates an honest and open summary of their performance (frequently). There should be no surprises if you have been counseling them appropriately. And, if you really do value their work (you should!), submit their reports on time.

- Professionalism: Pursue this in everything you do. Look sharp, act sharp. Be professional in accepting and carrying out tasking by higher authority. You may not always know "the rest of the story", so comply cheerfully and ensure your subordinates recognize your support.

- Mission readiness: Our raison d'être is a force ready to deploy anywhere, anytime in combat service support to the United States Marine Corps. *Readiness is our target and training is our main battery.* Make the very best use of time in the field, in the training center, and in the schoolhouse. Be creative in obtaining and using all available assets. Training our people to live and work in the operational environment is an awesome responsibility and our top priority. The lives, health, and welfare of our troops and those whom we serve is at stake. "Mission Ready" also means taking care of our extended family, including a well organized and very active Family Assistance Program.

- Safety: Be absolutely certain that the environment in which our crew trains and works is as safe as it can possibly be. Look, and look, and look again for any risk factors and eliminate those factors insofar as possible. Vigilance is the price of safety.

These are challenging times for the 4TH DENTAL BATTALION, no doubt about that! We are unique, however, in our remarkable ability to not only ensure our own readiness but provide the very best oral health care available. And we can do so, any time, any place. Be proud of yourself and your troops - you have every reason to be.

Keep chargin'!!

*Excerpted from the Commanding Officer's "personal for" letter to the Company Commanders of October 1998

4TH DENTAL COMPANY

1Q FY 99

The "Fighting Fourth" has a lot of momentum going into FY 99. **DT1 Ken Russell** from Portland has been selected the 4th Dental Battalion SAILOR OF THE YEAR - OOH RAH!!
Detachment 3, Sacramento, has been selected the 4th Dental Battalion **DETACHMENT OF THE YEAR** - OOH RAH!! **DTC Terri Ford** from Dallas lead the promotion charge for the company, and was the only Chief selected in the Dental Technician rating for the Naval Reserve. Paul Santoyo from the Long Beach Detachment was selected for Captain. Dental Elements at the CAX 7 and CAX 8, under the leadership of CDR Dan Goldbold and CAPT (sel) Paul Santoyo respectively, performed admirably and were certified as **COMBAT READY** by the 4th FSSG inspection team - **OOH RAH ! OOH RAH!!!!**

Are we ready to Rock and Roll? You bet we are! We are under-manned and underfunded - but so what. We can do. CDR Mary Ann Gonzalez is the OIC of **Arctic Care 99** and CDR Bill Fischer is the OIC for the **FIREX 99** at Fort Carson. I know these will be first class operation under their leadership, and I can't wait to see the teams in action. Our 4th Dental Company Newsletter, *INCOMING*, is giving Gatorade a run for the best publication from a Dental Unit in the Naval Reserve (my opinion). Editor-in-Chief, 4th DenCo Executive Officer **CDR Bill Creed**, deserves kudos for his desk top publishing skills. This man is tough - he puts Battalion XO, CAPT Capirano, in the POW compound for over eating a Burrito feed (during CAX-8), publishes his pictures as a POW in *INCOMING*, and lives to talk about it, for a few months anyway.

We look forward to a very exciting and productive year. Our number one goal will be ENLISTED ADVANCEMENT! 4th Dental Company Senior Chief, **DTCS Degraffinreaidt** and the Company's Administrative Assistant, **DTCS Letts** will work with the Chief's Mess to make our Enlisted Corps the envy of the Naval Reserve.

Semper Fidelis

BATTALION OPERATIONS (S-3)

By CDR Karen Petrella, DC, USNR, (S-3 OPS BOSS)

4th Dental Battalion personnel will be covering some prime real estate this year. We have ops in Peru, Alaska, Bolivia, Honduras and the Dominican Republic. And, all the usual hot spots: 29 Palms and Coronado, California: Ft Carson, Colorado; Ft. Bragg, North Carolina and Southern Texas. Even a week at sea making an amphibious landing. We are a force ready and willing to work and train anywhere.

February's Peru MEDRETE (Medical Readiness Training Exercise) is a US Southern Command sponsored operation. CDR Paul Bowersox, DT2 Grant Abbott and DT2 Oscar Mercado will be given the opportunity to conduct real world training activities in an austere OCONUS field environment. Besides dentistry, force protection, passports and clearances, immunizations, preventive medicine and language barriers are all issues that must be addressed. Hopefully at least one of them has taken Spanish 101.

Arctic Care 99 follows soon after. Nine dental officers, nineteen dental techs and one I&I (DT1 Erby) under the lead of CDR Mary Ann Gonzalez will provide Navy Dental Support for five remote villages and the hospital dental clinic in Dillingham, AK. They can be proud of the work they will be doing, providing essential dental care to fellow Americans who are unable to receive regular dental treatment. And, if there is a problem with the ADAL out there in the villages, guess who gets to fix it.

These exercises and all of our operations are contingent on our readiness to mobilize the troops. Many details need to be addressed as the pre-planning progresses. For the dental officer, credentialing is always an item. Every dental officer is responsible for maintaining an up-to-date credentials file. Any items sent to the Naval Healthcare Support Office should be sent "certified, return-receipt" to minimize the loss of important documents. A copy of those items sent should also be forwarded to the battalion S-3 shop so that we may intercede and assist if necessary. Blood types for all individuals going on exercises are now a requirement. Immunizations must be verified before time an access become an issue. For those lucky folks going OCONUS (and that is a quite a few this year), Force Protection Training is a requirement before deployment. This essential training will be conducted by a Marine at the Reserve Center of the deploying personnel. Contact the S-3 shop for details. Security clearances visas, passports, 782 gear. Now is the time to take stock of all these items.

Whether treatment is rendered as exercise support of exams in a drill weekend, copies of all DIRS must be sent to HQ with each provider's name clearly written at the top. This is the only way you and the Dental Battalion as a whole can receive credit for all of your hard work. Send drill weekend DIRS with the SITREPS by close of business on Sunday.

Plans for a Battalion-wide IDTT are moving forward. By now most of you should know that the dates are 6-9 May 99 and it will be conducted at the Fleet Hospital Operations and Training Command, Camp Pendleton, CA. Training will include: Casualty Treatment, Preventive Medicine, CBRD with confidence chamber, IV certification, rear area defense and a variety of career development courses. Detail will follow as they become available.

Get on you running shoes. We have a lot of ground to cover!

FORT DIX IDTT

The 14th Dental Company annual Company IDTT was held 14-18 October in Ft. Dix, New Jersey. All detachments were represented by officers and technicians from several states. This year the 14th Dental Company Change of Command was held in conjunction with the IDTT.

The highlights of the first two days was the Dental Forensic Course instructed by Captain Arendt and Major Gleisner of the *Armed Forces Institute of Pathology*. The course was designed to acquaint personnel with problematic investigation and identification of an airplane crash and its passengers' remains. Participants of the 14th Dental Company divided into teams and examined actual X-rays, dental records, and body parts to solve the puzzle and positively identify theoretically unidentifiable charred remains. To add a realistic effect to this training, Captain Arendt planted an infiltrator to demonstrate how the security of a highly sensitive area could be broken. Unshaken by the intruder, Captains Doll and DT1 Susan Anderson, calmly and authoritatively protected the perimeter and verbally disarmed the intruder, 14th Dental Company proved to be a quit study obtaining ninety percent identification of deceased passengers.

Day three began with detachment presentations of this past year's events. Captain(s) Marland, CDR Hartman and DTC Morgan displayed photos and gave slide presentations of their detachments past missions. The latter part of the day was spent in true Navy tradition. At 1400 17 October 1998, Captain Paul Varnis relieved Captain Kenneth Kucharz as Commanding Officer of the 14th Dental Company. The change of Command ceremony included flags of the fifty states, side boys, and DTC Morgan piping Captain Kucharz ashore. Captain Kucharz presented CDR Johnson, LCDR Woerz and DTC Morgan with Navy Commendation Awards. The ceremony was attended by Captain Libby, Marine Headquarters and Captain Capriano, Headquarters I&I. A dinner reception followed highlighted by a presentation of the USS New Jersey's historical past.

Sunday was PRT day and the 14th Dental Company made sure Ft. Dix knew it. Led by the cadence of Captain Varnis, 14th Dental Company marched one mile to the running track. The guide-ons were Captain(s) Doll and DT 2 Garcia carrying the National Ensign and Navy Flag. After impressive numbers of sit-ups, push-ups, and running times, 14th Dental Company ran in formation while Captain Varnis reenlisted DT1 Osorio-Mort. Honorable mention should be given to Captain(s) Doll, CDR Henschel, and LCDR Demasi who ran backwards throughout the ceremony video taping and photographing the memorable event. PRT concluded with 14th Dental Company marching back to their barracks. Camaraderie, teamwork, naval tradition, and physical fitness were interwoven themes throughout the IDTT, which represents the success of the 14th Dental Company.

UPCOMING EVENTS

Jan 23 - 24, 1999
Yankee Dental Congress
Newport, RI

Feb 13 -14, 1999
Chicago Mid-Winter Meeting
Chicago, IL

Mar 12 - 14, 1999
DT Advanced Proficiency II / Vaughn Meeting
Dallas, TX

April 9 - 11, 1999
DT Basic Proficiency I
NNDC, Bethesda, MD

May 6 - 9, 1999
Battalion IDTT (FHOTC)
Camp Pendleton, CA
Mandatory

24th DENTAL COMPANY Newswire

News for USAIC Customers

In This Issue: *24th DENTAL COMPANY ON THE MOVE*

CO's COMMENTS

Season's Greetings from Colorful Colorado where the sun shines 300 days a year. Special welcome to Lt. Aguto, LCDR Camby, CDR Spencer, and CDR Wexler, who is the official and functioning OIC of DET 1 in Orlando. We are honored that these officer's have joined our endeavors and look forward to their new ideas and great work.

We are proud to have served with Chief Keene, DET 1, and DT1's Carlisle and Gigetts, DET 2. We wish them Fair Winds and Following Seas. And of course we expect them to proudly claim the title of "program 9 Sailors" and then spend their new found time with their families.

I appreciate everyone's quick responses to our requests for your desires for ATs this year. This was one of my goals for the company, that we have the baseload plan filled by AMSUS. That was finished while sitting in an AMSUS hotel lobby with CDR Campen, CAPT(sel) Patrella. and myself. Now we are dealing with a slew of changes. So thanks for changing when asked or appointed. Togther we have met one of our goals. Let's review the other goals of the 24th Dental Company.

As you recall, I published the 24th's goals and objectives at our Company IDTT in May 98 at Camp Lejune.

1. Drill attendance 100%...Perfection is hard to reach, however it is important to strive for perfection in this area. Presently, the last 8 months average for the company is 95%. Keep it up.

2. OTE-90%....This is hard to track presently because the ITP's have changed and the Navy is continuing to revamp the prgram. All of us know who is qualified to do dentistry and to what extent we can depend on someone to "turn to" in an excercise. Subjectively, I am confident that I can report the 24th, as a unit, COMBAT READY. However, still use the old point system to quantify the OTE, so that I have a more detailed and confident means of reporting our readiness. Presently, using the old method of calculating OTE, the 24th is 74%.

Manpower strrength-80%....This is a tough one. Here in Atlanta we have two officers who are interested in joining. Both of these officers were contacted by Capt(sel) Jim Miller. This is what we all need to do. Tell your friends where you are going to serve your country and how stimulating and rewarding your experiences have been. Spread the load, Recruit!! Presently are manning level is Officers-48% and Enlisted-80%

Promotion rate-50% Advancement Exam Rate-100% Pass ...Our Chiefs are establishing a program to help all of us achieve this goal. Any improvement here is great. I have directed the HQ DET LPO to establish an hour a drill weekend for self help in aadvancement exam preparation. Please do the same at your DET.

To be able to function confidently in military formations as well as the Marines with whom we serve....I was impressed with the difference between our first formation and final formation at the Company IDTT. I will be working

on this skill forever for myself. I see that the training schedule for the BN IDTT has time for close order drill. So we will continue to improve in this area.

To have non-command dental officers in each detachment to serve as Officer-In-Charge of field exercises....CDR Black, thank you, is the first non-command officer to be appointed to serve as OIC of a field exercise. This goal will be forced on us because of our manpower shortage. So, everyone, enlisted included, learn quickly so you can function indepently with the Marines in a leadership position.

To prepare all hands and their families legally, mentally, and physically for mobilization.....This is a big goal. Our company key spouse representative is KATHY PAULETTE, wife of LCDR Stephen Paulette of DET2. Thanks to both of them for taking on this important duty. Make sure you have a copy of the "Activation/Mobilization Readiness" book and that you are using it to prepare yourself and family for the call to serve.

These are our goals and a slight review. Hope this helps you focus your efforts. I know that I am more focused to help all of us be confident in our preparation to meet the challenges of mobilization.

Family Support Corner

for the Key Volunteer Network

Hello, my name is Fred Wilson and I have volunteered to be your 4th Dental Battalion Key Person in support of the Key Volunteer Network. I will be working to establish a Key Volunteer Network within the Battalion using volunteers from each company. I have been on both sides, first, as an active duty service member and now as a family member of a military service member (DTCM Jill Fernandez) and I understand the importance of communication between family and command.

Congratulations to Lori Godbold and Jean DeMasi company key volunteers from 4th and 14th dental companies respectively. Lori and Jean's home telephone numbers are 732-240-7416 and 972-783-6053.

Don't panic 24th Dental company, I will be available to answer your questions until we get a volunteer from your company.

The Key Volunteer Network is designed to provide an information and assistance network before, during and after deployment of your family member. The Headquarters I&I staff are our technical experts and will provide us with valuable assistance during these times.

In the upcoming months, I will be testing the system and passing information via E-mail, telephone, or this publication.

I look forward to making 4th Dental Battalion's Key Volunteer Network a communication vehicle second to none. Again, communication is the key, if you have a question or concern feel free to call, fax or E-mail me or your company key person at anytime. One of us will respond with an answer as soon as possible.

You can reach me at home #212-533-1860, Fax #718-792-7972, or E-mail: FREDWILSN@AOL.COM.

Semper Fi Shipmates.

Fred Wilson

DT1 OSORIO-MORT REENLISTMENT

LT HARTMANN AND CAPT(sel) PETRELLA

14TH DENTAL COMPANY IDTT

CAPT BIRD AND CAPT BIOLO

4TH DENTAL BATTALION DISPLAY BOARD AT AMSUS